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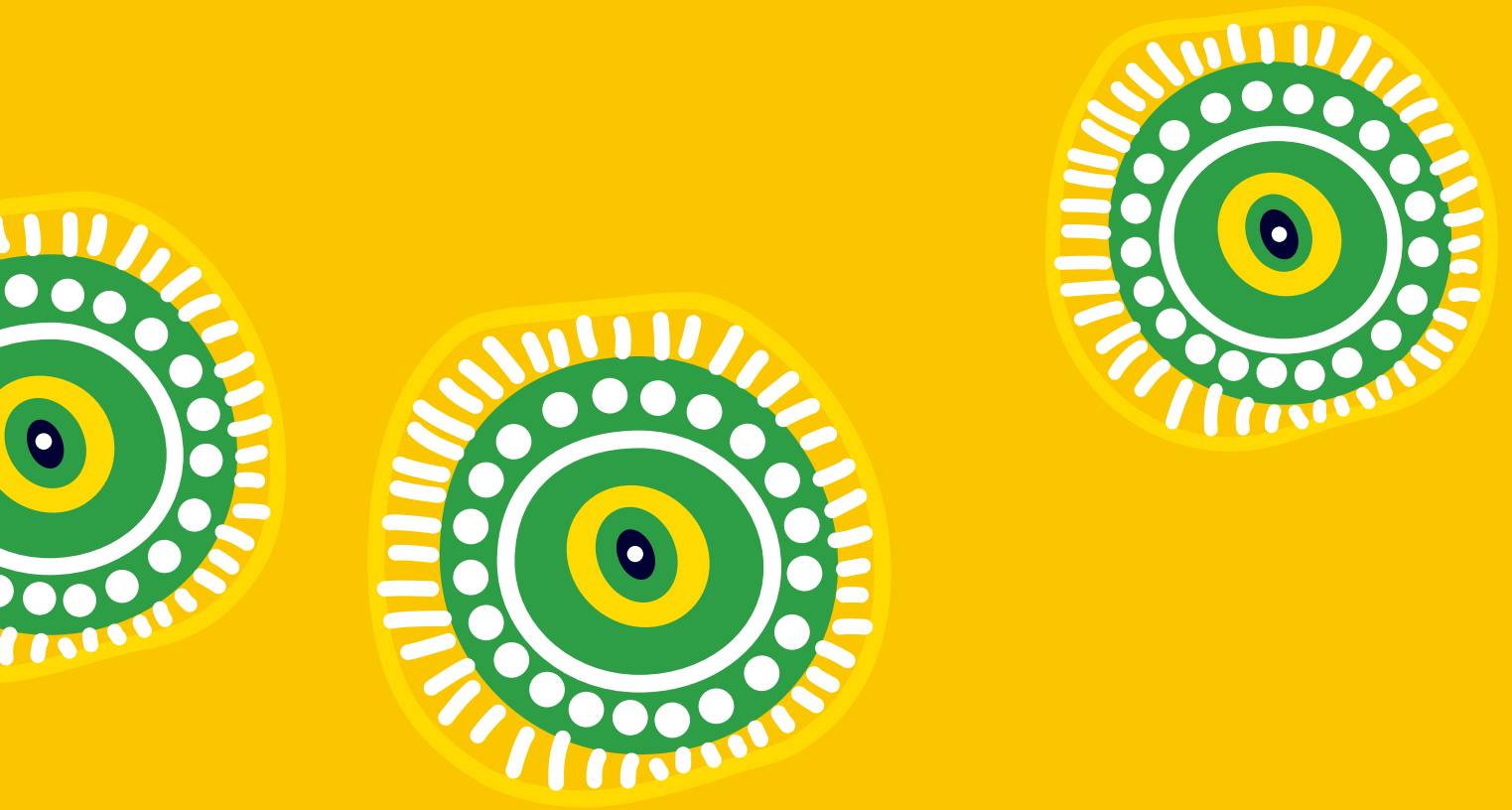
# **ENHANCE Coach Program**

## Guidelines, selection criteria, and application process

AIS HP Coach Development

February 2025





### **Australian Sports Commission Acknowledgement of Country**

The Australian Sports Commission (ASC) acknowledges the Traditional Custodians of the lands where its offices are located, the Ngunnawal people and recognise any other people or families with connection to the lands of the ACT and region, the Wurundjeri Woi-wurrung people of the Kulin Nation, the people of the Yugambeh Nation and the Gadigal people of the Eora Nation.

The ASC extends this acknowledgment to all the Traditional Custodians of the lands and First Nations Peoples throughout Australia and would like to pay its respects to all Elders past, present and future.

The ASC recognises the outstanding contribution that Aboriginal and Torres Strait Islander peoples make to society and sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.

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## 1. ENHANCE Program overview

The ENHANCE Coach Program is an 18-month learning and development initiative targeting experienced Australian high performance (HP) coaches. The program aims to develop and support experienced HP coaches (~5-10 years+) by providing opportunities to strengthen leadership, strategic, and collaborative skills, ensuring they can effectively contribute to the Australian HP sport's vision to "win well to inspire Australians."

The ENHANCE Coach Program involves:

- 1 x 2 day/1 night welcome and introductory residential.
- 3 x 4 night/3.5 day face to face immersive learning programs at the AIS.
- Approximately 3 monthly whole of cohort online meeting under the guidance of program facilitators.
- An Individual Coach Development Plan (ICDP) with financial support to assist in meeting specific development needs.
- Access to experts and leaders, inclusive of mentors and experiences deemed to add value to meeting the program goals.
- Peer to peer and cross sport learnings through residential and small group virtual sessions.
- Learning leaders – drawn from some of the most experienced coach development facilitators from within the AIS HP Coach Development team, as well as from across the system lead:
  - Regular one-on-one meetings, and
  - Monthly small group online learning meetings

For further information and program details refer to the [ENHANCE Program Guide](#).

## 2. Application process

Applications should be submitted online using the [ENHANCE Coach Program Application Form](#). Applications open on 17 February 2025 and close COB 27 February 2025.

The application form should be completed in full **by the coach candidate**, and all required documentation attached. This will include:

- Current CV.
- Declaration of NSO/D and NIN partner (where applicable) endorsement which includes:
  - Signed letter of support from Performance Director, CEO or other appropriate organisation representative outlining the coach's experience and potential to lead and impact coaching within the sport across future Olympic, Paralympic and Commonwealth Games cycles.
  - How the program is expected to be of benefit to the applying coach and the organisation.

Coaches who have previously attended the historical Podium Coach Program run by the AIS are eligible for consideration but will need to present a case as to why the ENHANCE program will be beneficial.

## 3. Selection process

All applications will be assessed by a Selection Panel consisting of AIS personnel across relevant areas of the organisation.

The Selection Panel will assess each application, considering the following in arriving at a recommendation:

- Suitability of coach candidate and strength of the supporting application.
- Distribution across Olympic, Paralympic and Commonwealth Games sports including new action/lifestyle sports.
- Diversity of coach candidates, inclusive of gender balance and geographic spread.

The selection process may also include interviews with the NSO/D or NIN and coach candidate to ascertain further information or clarify points made within the application.

Up to 30 coaches may be selected, the final number being at the discretion of the Selection Panel and dependent on the quality of the applications and the above noted considerations.

The selection panel, at its discretion, may select a limited number of 'special consideration' applications which may normally fall outside the required selection criteria and is in the best interest of all parties and the program.

## 4. Selection criteria

Coach candidates must meet the following criteria:

- Be currently employed by either a NSO/NSOD\* or NIN partner; AND/OR be deemed as meeting the experienced coaches' criteria (guide ~5-10 years+); AND be endorsed by the relevant Performance Director or HP Manager.
- Is endorsed by their NSO/D and has been identified by the relevant Performance Director and/or HP Manager as having the potential to lead and impact coaching within the sport across future Olympic, Paralympic and Commonwealth Games cycles.
- Is an Australian citizen or has been granted permanent residence status.
- Be coaching athletes competing in senior international competition and has a strong commitment to HP coaching.
- Has the financial support of the NSO/D or NIN partner to attend the 4 residential learning programs.
- Has a demonstrated commitment to ongoing training and development (i.e. continuous learner).
- Is willing to engage in all facets of the ENHANCE Coach Program, including developing and implementing an ICDP, attending all residentials, online learning sessions, learning leader sessions, program journaling and other organised activities.

The coach candidate should also:

- Have a current Working with Children Check (relevant State).
- Agree to be bound by, and comply with, the Integrity policies of the ASC, NSO/D and NIN partner (where applicable) and Code of Conduct, Code of Ethics and anti-doping policies.
- Have knowledge of and signed the 'Win Well Pledge'.

\*Eligible organisations are NSO/Ds that:

- meet the [National HP Sport Eligibility criteria](#)



## 5. Key Dates

The following table provides some key dates for the 2025-26 ENHANCE Coach Program:

Program Launch	17 February 2025
Applications Open	17 February 2025
Applications close	27 February 2025
Selection panel process	27 February – 4 March 2025
Coaches announced	14 March 2025
Program commences	29 April 2025
AIS Residentials	Residential 1: 29-30 April 2025 (Welcome and Introduction) Residential 2: 5-9 October 2025 Residential 3: February/March 2026 (exact dates TBC post selection) Residential 4: September 2026 (exact dates TBC post selection) Presentation of Program Journal: Date and location TBC

## 6. Additional information and program guidelines

### 6.1 Professional Development

#### *Individual Coach Development Plan (ICDP)*

A personalised professional development plan will be developed for each ENHANCE coach with the assistance of learning leaders. Central to the ICDP is an evaluation against the Australian HP Coach Development Framework, developed by the AIS. This evaluation is conducted shortly after commencement of the program and an ICDP established early, providing direction and focus for development. The ICDP should be agreed between coach and organisation as meeting their combined needs.

ICDP funding (capped) is available to support the agreed plan for the 2025/2026 financial year.

### 6.2 AIS Residentials

The AIS Residentials are an important feature of the ENHANCE Coach Program and are mandatory for program coaches to attend.

Residentials allow coaches to come together and learn with and from each other, gaining valuable cross sport insights and broadening their coaching networks.

There are four residentials across the duration of the program. The first being a 2 day/1 night welcome and introduction and the remaining three being 4 day/3 night learning residentials.

Residential dates are listed in the Key Dates section. If there are extenuating circumstances that may prevent attendance of a residential, NSO/D/NIN acknowledgement and approval is required in addition to seeking approval from the AIS.

Residentials are complemented by monthly virtual small group catch ups with learning leaders, as well as 3-monthly virtual whole of cohort sessions, which are fundamental to connection and the sharing of experiences. These are also mandatory for program coaches to attend.

### **6.3 Parental Support**

Parental Support funding (capped) may be accessed by coaches with children to assist with attendance at the face-to-face components of the program, such as Residentials and identified ICDP activities.

Requests for this support will need to be made in writing at the commencement of the program for financial planning purposes.

### **6.4 Journal requirements**

It is a requirement of the program that coaches maintain a personal journal, recording their development opportunities and experiences. Journals are not required to be shared but will help form the basis of the coach's final presentation. They will also be used to inform documentation that may be required to obtain any credentials resulting from participating in and completing the program.

Further details about program credentials and the requirements to obtain this certification will be made available as soon as they are available.

### **6.5 Mid program review with NSO/D and/or NIN partner**

Program learning leaders will conduct a mid-program review to assess progress, program commitment, and Individual Coach Development Plans (ICDPs). This review will involve the ENHANCE coach and an appropriate representative from the participant's sport, such as the Performance Director (PD) or the Coach Development Lead.

Please ensure that contact details for this representative are provided at the time of application and updated as necessary.

### **6.6 Departure or termination from the Program**

A coach may leave the program at any date. This should be confirmed in writing to the AIS, NSO/D and NIN partner (where applicable).

A position in the ENHANCE Coach Program may be terminated if the coach is found (after investigation) in breach of any of the following ASC, NIN partner, NSO/D policies:

- Integrity policies.
- Code of Conduct/ Code of Ethics.
- Anti-doping policies.

The position may also be terminated if the coach:

- Brings the ENHANCE Coach Program and/or the NSO/D, NIN partner or ASC/AIS into disrepute.

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- Does not commit to the requirements of the program.

The coach will be notified of the termination both in person and in writing.

In the event of early departure or termination, any unused professional development funds will remain with the AIS.







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